

# HRC NEWS & VIEWS

Volume 10, Issue 7

August 2014

## DOUBLE HONORS FOR TRAVIS HARMS

BY CORINNE JENSEN



Travis provides for the program often goes unnoticed, but Travis is always at work with a smile on his face. He has been instrumental in keeping the program safe and has a great working relationship with the youth. His assistance to the compliance specialist and safety officer is invaluable. Travis is a great worker who deserves this recognition!

These same compliments were echoed in the DHHS nomination for Supervisor/Manager of the Year as follows:

Although a man of few words, Travis Harms has a big impact on the Hastings Juvenile Chemical Dependency Program in Hastings. Travis has a calm and professional demeanor with everyone he interacts with. He sets personal work goals at the beginning of each shift, and works hard to complete them. He is dependable and responsi-

ble, always on duty for his scheduled shifts, and completes what he says he is going to complete. Travis is a great team player, dropping whatever he is working on to help out his co-workers. He is easily approachable and provides accurate and timely information to all staff. Travis has a great relationship with the youth, challenging them to do well in the program and role modeling mature adult male behavior at all times. He volunteered for and completed training to become a Mandt instructor for the facility. He also volunteered to be the HJCDP representative at Hastings College, working on recruitment and informing people across the state about the program at the yearly NJJA conference. He attends meetings at CCC with criminal justice workers and other employers serving youth to discuss requirements for college students to get into criminal justice fields

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### AUGUST IS .....

Golf Month

Happiness Happens Month

National Parks Month

National Water Quality Month

What Will Be Your Legacy Month

Elvis Week 10-17

Sturgis Rally: 4-10

Be Kind to Humankind Week: 25-31

National Safe at Home Week: 25-30

International Youth Day 12

Best Friends Day: 15

World Humanitarian Day: 19

Senior Citizen's Day: 21

National Dog Day: 26

Just Because Day 27

Race Your Mouse Around the Icons Day: 28

Crackers Over The Keyboard Day: 28



## HEADED TOWARDS FALL BY MARJ COLBURN

Hard to believe that we are coming up on school starting again - first thing you know it will be the fall holidays and Christmas! Here are the latest updates of information regarding what is happening at HRC.

We are actively recruiting to fill the vacant therapist positions. As always, when we have vacancies it gives us the opportunity to look at what we have been doing, and think about ways we would like to do things differently. The HJCDP Leadership Team is having that conversation as we work on recruitment, so you may see the program utilizing different types of professionals than we have had before. A letter and program brochure was mailed to every therapist in the state of Nebraska, telling them about our program and inquiring about interest to work for HJCDP. We are asking those receiving the letters to pass it on to anyone outside of Nebraska who might be interested in relocating (other facilities have actually recruited people from out of state by this word-of-mouth process). As soon as applications are received, we are interviewing candidates. In the meantime, we all plan to support and assist Brooke in any way we can.

We are also recruiting a psychologist for the program. Again, a letter was sent to all psychologists in the state regarding interest in working for the program and passing the information on as appropriate. Dr. Judson has placed some ads in Psychology journals as well. Right now we have not had any applicants for the psychology position. With Dr. Judson continuing his work with HJCDP this is not as significant an

issue as the therapist issue, but we are still working on it. We have reached out to other agencies and facilities as well to help us recruit.

The plan is not to admit any new youth until we get additional therapists on board to assist Brooke in therapy work. There is no definite number of youth left in the program that will spark us to start bringing youth into the program again. It largely depends on how well we are doing in managing the youth we have and how well we are managing the therapy processes. There will be group conversations about where we are at, and how we are managing things before we will open admissions again. We are hoping by mid-September we will be gathering speed again.

The cooler weather has helped the campus continue to look nice. Gary is working on getting a boom truck to dislodge some of those large branches that are hung up in the tops of trees from the storms a few weeks back. Some of them look like safety issues, and Gary has tried getting them down from the ground, but they seem to be very comfortable lodged in the trees and won't come down.

Billing of Probation for youth served in the program seems to be going well. It took a little bit to figure out the process but Robin, Peg and Corinne seem to be managing it, and we are getting paid!

Architects are back on campus looking through the building. Presently the thinking is that the Chapel will remain as the Rec area for the

youth. Building #3 will be renovated on the South end and the North end of the building will be "moth-balled". Hopefully 309 funds can be utilized after the renovations are complete to address the windows in the north end not upgraded in the renovations and any roofing concerns. The Power Plant will stay for now, freeing up some funds for renovation costs. The architects are aware that changes in programming have occurred since their original plans were reviewed (the Evaluation and Management Unit; no sick bay in school) so we expect to see some changes in the plans. As those are available, they will be shared with all staff.

The State Patrol was out recently using the vacant building for training. They left one of their training cars out here, and after a week Terry checked it out, only to find it unlocked and the keys sitting in it! No one has responded to our note about "hey, are you missing a car"? The car was moved over to the front of the Ad. Bldg., hoping that it's big "State Patrol" emblazoned on the side of it will make some of our campus visitors think twice about hanging around out here.

The campus directional signs look great, and I think are being helpful in getting visitors to the right place on campus. We have noticed a decrease in people coming to the Ad. Bldg. looking for the program. The old HRC signs have been painted and hopefully will stand out more. I thought the brick sign down by Corrections and the one by the tennis court were pretty old. Come to find out my spouse reports the brick

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## DOUBLE HONORS FOR TRAVIS HARMS CONT.

*(Continued from page 1)*

of work. Travis is also the recognized "King of Contraband" at the facility. Due to his high level of concern for youth safety and security, Travis makes it a point to search out contraband and manage it before the youth are exposed to it. He has won the Contraband Trophy for the past two years, finding more contraband than any other employee.

When it comes down to it, Travis is just really a great guy, dedicated to the role he plays within the program and working hard with all team members across the spectrum. He exemplifies the values that the State system is all about.

For these honors, Travis was presented with a certificate along with his photo displayed. Travis will participate in the DHHS Award Ceremony

at a later date to be determined.

Thanks for your dedication to HJCDP, Travis!

## AUGUST GOOD CATCH AWARD



## IT'S TIME FOR SCHOOL!

**NOMINATE AN HRC STAFF MEMBER FOR THE GOOD CATCH AWARD WHO SUPPORTS OUR YOUTH BY:**

- Enhancing the learning environment
- Showing support for education
- Showing special interest in our students' education
- Taking an active part in our classrooms

**MAJOR PRIZES AT THE END OF MONTH!**

## HEADED TOWARDS FALL CONTINUED

*(Continued from page 2)*

wall by Corrections was built by Terry Hall who used to work in Maintenance and spouse was the one who welded the letters on the wall. Go figure! Not as old as I thought it was.

The Charitable Giving campaign has started up again. Jean and friends are working hard on some creative ideas to get us all involved. Last year's "Kiss the Pig" contest was a hit, and I'm sure Jean and crew will come up with more fun ideas for participation.

## WELCOME TO HRC!



Chris Rockwood joins HJCDP as a Youth Security Specialist II. Please help Chris feel welcome.

It's my goal to keep you informed of any developments on campus, be it hiring, renovation, or an overview of what is occurring here and elsewhere. Stay cool and stay tuned.

## DOES YOUR PERSPECTIVE MAKE YOUR “BUT” LOOK BIG?

BY RON CULBERSON, MSW, CSP

The gift I got for my birthday was exactly what I asked for. *But* it wasn't what I thought it would be.

My meal last night was delicious. *But* the servings were much too large.

Sound familiar? Does it sound like someone you know? Is it you?

This is a classic case of a big “but” getting in the way of a good time (as opposed to having a good time with a big butt which is a topic for another article). For many of us, our negative perspective makes our “but” look big. And a big but will obscure your view of the joy and beauty that's all around you.

When I was getting my master's degree in social work, I was taught to be open, honest and to share my feelings freely. As a therapist in training, this helped me understand feelings and the way feelings affect behavior. Somehow, however, I misapplied the information and equated honesty with always sharing both the positive and negative qualities of any particular situation or experience.

The result was that I had (and sometimes still have) a hard time *unbreaking* my habit of qualifying my positive comments with just a touch of disappointment. Whereas, I might absolutely love a walk in the woods, I would be quick to point out the rather small pebble in my shoe rather than just enjoying the exercise, the flowers, and the suffocating pollen (just kidding).

In the past year, I have rediscovered

the joy in seeing the positive. I always “knew” it was important but the hectic-ness of work and life had tainted my perspective. I could often see the positive but the *buts* kept getting in the way of seeing it fully. More recently, I have been amazed by what I have seen just by looking beyond my but. And what's more, I think people enjoy my company more when I'm not always showing my but.

Now let me clarify one thing. I'm not talking about an approach where you sugar coat your life experiences so that everything is “really amazing” and every day is “super-fantastic.” That's a bit nauseating. I'm talking about simply seeing the truthful beauty in life for what it is, and trying to show a bit less but.

Sometimes, we must deal with negative things and it's not appropriate to be disingenuous about that. Honesty is still a good policy, and we can be honest while at the same time being careful and respectful. So, if we need to deliver some bad news or give someone feedback that might be difficult to handle, we must do so with compassion realizing that everything is not perfect, and sometimes there is pain. Beyond that, however, I think we can bring much more light into the world when we keep our focus on what's right rather than what's wrong. There are plenty of people who will point out the wrong. Those are the big buts of the world, and we see them all the time.

So how do you see beyond your but? Here are three tips.

**Be grateful.** An easy way to see the positivity in our world is to be grateful for what we have. When so much of the world is suffering, it's pretty cool to have food, clothes, and shelter—even though we may have a tough job, a stressful relationship, or an old car. When we take an inventory, we can usually find many ways to be grateful.

**Look harder to truly see.** Sometimes we go through life with blinders on and don't really see what might be right in front of us. If we look harder, however, it's amazing what we will notice. For instance, a tree is a common part of our environment, but if you really look, you'll see that it is a complex system of wood, leaves, and color. That's seeing more than just a tree.

**It's all about relationships.** Our lives are about relationships: our relationship with the world; our relationship with our significant others; and our relationship with the people we encounter in our day-to-day existence. When we see the value of these relationships, we truly appreciate the exchanges of joy that can occur between people.

If your perspective has become negative, consider how you can see beyond it. There is a beautiful world out there, and regardless of the challenges we may be experiencing, there is always something amazing right under our noses... yet beyond our buts.

*Peace is not absence of conflict, it is the ability to handle conflict by peaceful means.*

— Ronald Reagan



## JULY GOOD CATCH AWARD BY JEAN LUTHER

There were 19 questions posted for the Safety Catch of the day for July, and 139 correct answers. Some of the questions were easy and some

created a lot of controversy. Each day a name was drawn from the correct answers to receive a



Winners: Robin, Chris and Carolyn J. were the three staff members with the most correct answers and received a plant for their efforts. Some of the questions were answered by the youth. It was great to know they also had fun participating, and one youth came in second with the most correct answers.

Some of the questions and answers were as below:

**Name a room number that would be used for "Shelter In Place".**

In order to answer this question, the respondent could either locate a Shelter In Place box with the shelter room stated on the lid; know that one of the restrooms on the units were designated as shelter or find the answer written on the Emergency Procedure cards located by the phones.

**Define or name a place where you can find a weather alert radio.**

There are radios at several locations including the switchboard, Communications Room, and in the locked wooden box on the ground floor near the water storage.

**Name one room in "Zone 19".**

In order to answer this question,

you had to know what a zone referred to, and how to find a room in the area described on the legend.

**What's wrong with this picture?**

The picture was of several Culligan drinking cups. Some of the cups were out of the protective sleeve.

**Name the reason we started placing these (dehumidifiers) in several locations.**

The dehumidifiers were placed to alleviate the humidity in the air which seemed to be the cause of more than 20 false alarm activations in 2012, 15 of them at night. We presently have at least six of the large dehumidifiers in various locations. Although this hasn't been a particularly humid summer, there have been no false alarms due to humidity in 2014.

**If there is a fire on 2 north and a youth is there in a wheelchair, where would you take this youth and how would you get there?**

This question caused the most stir, and there were many right answers. I did not give specific details as I wanted staff to think about this one.

**According to the EXIT sign below, which direction should I go from here?**

This question was accompanied by a picture of an exit sign with metal tabs removed on either side of the letters. Many staff did not realize there are tabs shaped like arrows and rectangles beside the letters on some EXIT signs that indicate whether you should turn right, left or continue straight ahead to exit the building.

**How many fire extinguishers do you think there are throughout building 3?**

There are 37. This was a fun guessing game to see if staff could come close to the total number of extinguishers placed throughout the building.

**What procedure is performed on this item (dryer filter)?**

The night shift has to use a brush and soapy water monthly to clean the dryer lint filters. The Association of Home Appliance Manufacturers recommend that you occasionally remove the lint filter and wash it with a nylon brush and hot, soapy water to remove residue. This simple chore not only improves air flow and energy efficiency, but also reduces the chance of a dryer fire.

**How do you know that a smoke detector head is faulty?**

A detector head that is working will periodically flash red. If it isn't working, the red light will stay on. Surprisingly more staff knew the answer to this than I would have imagined.

**Yikes!!! A youth just broke a sprinkler head in room 1115. What can staff do on the unit immediately to help with the "flooding"?**

Since we have had three sprinkler head incidents and staff know the amount of water that can flow through a sprinkler pipe, they know

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## BENEFITS OF A POSITIVE ATTITUDE SUBMITTED BY CAROLYN BROWN

I was reading this article and wanted to share some of the information with my co-workers. This is from the Importance of a Positive Work Attitude on-line. Have you noticed that people with positive attitudes draw others around them in a conference room? People want to be around those who make them feel better about themselves and give them a comfortable feeling to be around. Employees with positive attitudes tend to be more productive employees because they always see the accompanying opportunity with every challenge. Things are seldom as bad as you think they are. Research shows that only eight percent of the things we worry about are worth being concerned about. People with positive work attitudes know this, therefore, they do not waste time worrying, and they expend their energies on more positive activities.

### Benefits of Having a Positive Work Attitude:

- It is so much better for your mental health as you are better able to cope with stressful situations at work.
- The positive employee has the

ability to inspire and motivate self and others.

- They have the ability to turn every challenge into an opportunity, or make less than ideal situations into better ones.
- The positive employee is seen as a role model.
- Other employees around the positive worker will also adopt a positive work attitude making it easier for everyone to get along in the workplace.
- The positive employee expects positive outcomes and results, and usually gets them, resulting in more success at work.
- They have the ability to stick to activities and see them through.
- They have great resilience - - ability to bounce back from setbacks.
- They tend to have stronger immune systems.

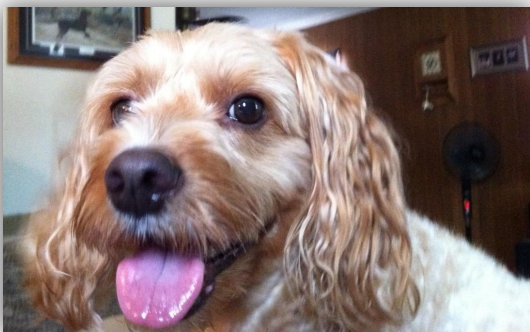
### How to make/build a positive work attitude?

- Each of us needs to take responsibility for their own life.
- We need to prepare for the daily activities at a reasonable pace.

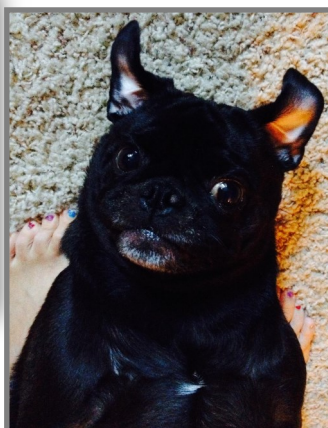
- We need to think about all the positive things to expect to accomplish during the day and always expect the best.
- We all need to smile and laugh often - it's powerful and relaxes the whole body.
- We need to develop a habit of using only positive language.
- We need to surround ourselves with positive people.
- We need to perform our work with passion and enthusiasm.
- We should always give thanks, acknowledge a job well done, and celebrate successes, even the small ones.
- We need to look for the good in every bad/challenging situation.
- We need to learn to eat healthy.

I plan on using some of this information to better my work life and hope some of this information is helpful to you too. My first thought in reading all this information was I am so lucky because I have the best co-workers in Human Resources and at HRC.

## HONORING NATIONAL DOG DAY



Meet Mary Ann's Granddog, Barkley!



This is Brinkley, Cheri's companion.



Grandson Tyson's favorite buddy, Sophie when he comes to visit Grandma Marj.

## PRESERVING THE DIGNITY OF KIDS BY JAMES ENCINAS, ACES

CONNECTION BLOG

When riding long distances you get into a rhythm, put your head down, pedal forward and focus on the road ahead, often missing the landscape that surrounds you. So, I know that it was serendipity that made me look up and notice the juvenile detention center I was passing as I trekked along US highway 190 in Louisiana. Something in me made me stop, turn around, drive through the parking lot to the front of the building, park my bike and push the speaker button. A guard on the other side wanted to know how she could help to which I replied that I wished to speak to one of the supervisors. She told me to hold on. A few minutes later the metal doors clicked open and a young man came out. He introduced himself as Steven and asked me what he could do for me. I imparted some details concerning the reason for my journey and asked if he would be willing to speak with me about the facility and the work he was involved in. Steve said he could give me a couple of minutes and told me to come inside. I said I was going to lock up my bike and he said, "No need, we have cameras everywhere. No one will touch your bike." We went through the metal detectors and sat down in what was like a visitor waiting room.

I took off my helmet and began to tell Steve about my ride's purpose, and in doing so I happened to mention Dr. Vincent Felitti and the ACE study, and that was that! Next thing I know I'm sitting in the conference room with Steve and the Executive Director of the Detention Center, Tom Jarlock, about to have a conversation that in itself has made this ride more than worth the effort.

After introducing myself and filling Tom in on why I had stopped and what I hoped to accomplish, our conversation began in earnest. Actually, it was not really a conversa-

tion but a lesson on leadership, courage, and vision that Tom imparted and I'm going to attempt to write down for you to read.

Tom and Steve have been to Chicago and have heard Dr. Felitti speak, actually getting the opportunity to spend time with him to ask questions and gather information. "The ACE study confirms a lot of what we experience and know already," said Tom. He continued by informing me that at the center they see kids that have many risk factors and very few protective factors, and so for him it's no surprise that they get caught up in criminal behavior. The center serves young boys and girls, and he said that the girls that they serve have almost all been sexually abused in some way. From his perspective – a viewpoint supported by the ACE information – it's no surprise that the young girls have gotten caught up in criminal behavior as a result of their coping mechanisms.

What Dr. Felitti learned and what Tom paraphrased to me is that, "We see people's problems when what we are really seeing is their solutions." Tom went on to say, "It hasn't shaped or changed the way we do business, but it has given us additional understanding and insight." He said, "We work with children, with adolescents. We're a juvenile detention center, one of about 600 centers in the country. There are five centers in the country that use the cognitive behavioral process to work with kids and we are one of the five. Not the first, but probably the third or the fourth." He went on to tell me how they got to where they are. "When I came here this was a typical institution," said Tom. It was your typical detention center where guards have ultimate authority and kids are moved from place to place, where force is applied in overwhelming amounts to deal with most problems. This is a sce-

nario that still holds true in most areas of the country.

Tom began to examine the detention center's operations. He began to ask questions: Why do we do this? Why do we do that? Can this be done differently? I have to stop and tell you that at some point I asked Tom what made him question the system, and I'm putting his answer much too simply, but it had something to do with his time as a Marine where he really took a concept taught by the Marine Corps – "a belief in excellence" – and made it a way of life for himself.

Tom found that the answer to his questions were not to be found in Louisiana at the time. "It wasn't done differently anywhere in Louisiana, so I started asking outside the state," said Tom. "We found a place that was doing it differently when we went to Chicago to visit the [DuPage Detention Center](#)." This is a center that has been recognized by the National Juvenile Detention Association as a model program. They have all the residents in the detention center participate in an intense program geared to reduce their risk of re-offending. Principles of effective interventions with juveniles and concepts of Restorative Justice form the basis for their programming.

"We brought those principles home after spending a week up there learning their processes, came back and over a period of eighteen months we implemented the cognitive behavioral interventions model," Tom recounted. In two years he said they lost 90% of the staff because many of them couldn't make the transition from authoritarian to caregiver. They could not go from being guards to what he says they are now, "more like shepherds." "We treat kids through the lens of,

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## JULY GOOD CATCH AWARD CONTINUED

*(Continued from page 5)*

time is of the essence and they have limited resources on the unit. Staff are very resourceful and use mop heads and towels to form dikes leading to a drain, and they know there are wet vacs available in the housekeeping department.

**Where are fire dampers located or what do they do?**

Many staff are familiar with fire dampers as there was a period of time when they had to get a ladder and screwdriver to manually re-open one of the dampers on the unit after any fire alarm activations, so air from the HVAC units would again flow appropriately after the alarm incident. Some staff have also noticed the red labeling of dampers above the doors in fire walls. I'm impressed that there were six correct answers.

**What must staff do when finished using the stove in PVC?**

This question included a picture of a breaker box. The box is located beside the stove in PVC, and the breaker for the stove is to be in the "OFF" position when the stove is not in use.

**Scenario: There is an "Active Shooter" in the building, you are barricaded in a room and you hear him trying to enter. What do you do now and how?**

Since all staff had training on this particular scenario last fall I was hoping they would remember what they learned about the "Run, Hide, Fight" video. There were nine correct answers.

**Yikes!!! A youth just broke a sprinkler head in room 1115. What is the message on the door of the room that someone should run to? (The room had a "tie" on it with "RIGHTY TIGHTY, LEFTY LOOSY" written on it to indicate how to turn off the sprinkler valve.)**

This question is similar to a previous

question but with a twist. I decided to have a little fun with it but it may have backfired on me. Some people guessed the words: Sprinkler Control Valves" which is the sign on the door or guessed the room number. My "tie" was clip art of wood grain and blended in too well with the door. Staff did not notice the handwritten message within the picture.

**Proceed to the disaster cart and open top drawer. Follow further instructions.**

Staff first had to determine the location of the disaster cart. When they opened the top drawer, they were asked to name the two places where an Incident Command might be set up if there were a disaster. They found the answer within the first page of the Disaster Manual.

## EVERYTHING I NEED TO KNOW I LEARNED IN KINDERGARTEN BY ROBERT FULGHUM

Share everything.

Flush.

Be aware of wonder.

Play fair.

Warm cookies and cold milk are good for you.

Remember the little seed in the Styrofoam cup: The roots go down and the plant goes up and nobody really knows how or why, but we are all like that.

Don't hit people.

Live a balanced life—learn some and think some and draw and paint and sing and dance and play and work every day some.

Clean up your own mess.

Don't take things that aren't yours.

Take a nap every afternoon.

Goldfish and hamsters and white mice and even the little seed in the Styrofoam cup—they all die. So do we.

Say you're sorry when you hurt somebody.

When you go out into the world, watch out for traffic, hold hands, and stick together.

And then remember the Dick-and-Jane books and the first word you learned—the biggest word of all—LOOK.

Wash your hands before you eat.



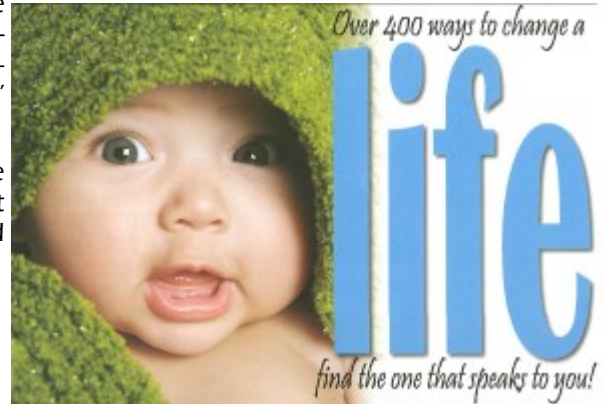
## CHARITABLE GIVING CAMPAIGN IN PROGRESS BY JEAN LUTHER

We will again be having extra activities for donations to the Charitable Giving Campaign. Last year we collected a total of \$513.32 with the three activities that we chose. Donations from the campaign envelopes last year was an additional \$2313 for a total of over \$2826 dollars.

This year we will again have the Blue Jeans day with a different twist. Instead of just one day we will offer this on all Thursdays of the month of August. A silent auction will be offered to allow someone the opportunity to wear casual

dress for an entire week, along with other prizes. Some of the other activities will include a bake sale and a "Soak the Supervisor" contest comparable to the "Kiss the Pig" contest last year.

Let's try to raise the amount we made last year and win the award for most creative also!



## HEALTHCARE UNIT COORDINATOR DAY

August 23



Thanks to the work of Heather and the Youth Security Supervisors: Tracy, Travis, Marnie, Brett, Shannon, Tony, Diane, Jessica and Chris. The units operate daily to meet the youth's needs. Our thanks to all of you for your contributions to the program!



**CELEBRATING YOU!**

## HEALTHCARE INVENTORY DAY

August 15



We recognize Sandra and Terry who track and order everything we need to run a successful program. Thanks for all you do!

## PRESERVING THE DIGNITY OF KIDS CONTINUED

*(Continued from page 7)*

'Are we removing dignity from them or are we caring for them?'" An example he gave was that in 2004 they didn't have shower curtains because they had to watch the kids shower. Now they have shower curtains because, according to Tom, "Number one, we shouldn't be looking at kids naked. Secondly, how do kids feel when they are viewed without their clothes? They feel awful about that. They're unsure about their bodies, they're experiencing a lot of change, they're now thrust into an institution. Should they ever be seen naked? Our perspective is No! That is a huge dignity removal, so we don't do that anymore. We don't do strip searches for random events. We do them only if and when we have probable cause. We are very careful in how we train people on how to speak to kids as well. We don't use derogatory terms. We don't curse at kids. We don't strike them. We don't use chemical agents on kids. We are very cautious about every interaction and our main focus is not removing dignity. We do a lot of training on de-escalation of kids; therefore, we are very patient. Some people see that as coddling. We see that as giving kids ample opportunity to express themselves, which gives us the opportunity to resolve things without using force." Tom told me that back in 2004, everyday they had a full hands-on violent restraint of a kid involving handcuffing or pepper spray. Now that happens maybe once a month.

Over the past ten years, they have become focused on what they could do in becoming the very best in this industry, providing the very best services for kids even though nobody asked them to. It's not been easy. For example, when Tom started making these changes, the judges were saying, "Well we don't like that!"

Another example of dignity is that every kid would have their heads shaved when they came in. Judges really got a kick out of that! Tom came in and said, "I don't feel good about that. Why do we do that? Why don't we offer kids haircuts?" Tom had a judge call him and say, "Look, I want this kid's head shaved." Tom said, "Your honor, put that in their order and I'll go ahead and shave this kid's head." He got a call saying, "The order's coming." He said, "Great, waiting to see it." The order came and it said, "Youth shall have hair cut."

By 2005, they got a reputation for being too soft on kids, and, in typical fashion, Tom responded by giving stuffed animal to kids upon intake. "You got a 14-year-old, 15-year-old kid, maybe a girl, first time away from home in jail, institutional environment, how does it feel? Feels awful! Feels awful. Did they do something bad? They did something that warranted them being detained. Does that mean we treat them like a criminal or thug? They're a kid! They're a recoverable resource that we want to help recover!"

He said that they have a laser-like focus on what they do and commented that it has spread somewhat. But he told me that I'd be surprised at how many people are not interested in the concept of specialty practitioners in the field of juvenile detention. "You'll hear, 'Oh yeah, we do some of that.' Sadly, it's all talk and no action," Tom said.

But here at this center, Tom has made sure that everyone works toward the importance of recovering this child resource, preserving the dignity of the kids that they serve, and training the people that come in as best they can. They start out by finding the right people to work in the juvenile detention industry. They want people who have an interest in doing things that don't

require chest-banging machismo, an "I'm going to go in there and kick some ass" kind of mentality. In this way, Tom thinks they've made a significant impact on the lives that they've touched—staff lives and the lives of the kids they interact with everyday.

"We want kids to leave here feeling better than when they came in," Tom said. "We want them to be re-inforced as human beings, leaving here thinking, 'I got detained, but these people cared for me while I was here. They didn't stomp on my chest. They didn't feed me bad food. They didn't taunt me for whatever reason—my sexuality, the crime I was alleged of having committed. They didn't taunt me because I'm poor and came in only having one shoe. They didn't taunt me because I live in a certain area. They respected me!'"

"You talk about adverse childhood events. Well detention is one of those and we focus on how to make that less of a risk factor," said Tom. "If it can be done in Chicago, I knew it could be done here. In fact, it can be done anywhere you name a place: Los Angeles, any place in the country. All you need is the will and desire. It's not done commonly because people don't have to."

Dr. David W. Roush, an expert in Juvenile Detention and Corrections, has told them that what they accomplished at this Florida Parishes Juvenile Detention Center in Covington, Louisiana, is the most dramatic change model that has been sustained over time of any detention center he's experienced. Tom has been here for ten years and Steve is going on eight years. "Together with the staff we've carefully reinforced the purity of this model," Tom said. "A pure soup that people can taste. It can be done in other places if the right team comes together. A doable thing that somebody can do if they have the will and desire to do it!"

## SUMMER BREAK ACTIVITIES BY JAMES SCHULTE

What does one think about when they hear summer break? For the youth at Hastings Regional Center, it meant endless tours and activities put together from the activities department. To highlight on a few tours that the youth went on during their summer break, first being the Hastings Tribune. At the Hastings Tribune, the youth, along with staff, got to see how they print the newspaper, and all the hard work and preparation it takes in order to produce a good quality newspaper. Next stop was the weather station where the youth learned firsthand how to report and give warnings

on severe weather in the area. Next up on our tour was the Fire Station where some of the youth actually got to go through the Agility training course that the Fire department has their recruits go through. Two other tours to add to our eventful summer break was Theis Auto and



Whelan Energy Center—photos by James Schulte

Whelan Energy Plant both very educational to the youth and taught them about energy and au-

tomotives.

The youth also experienced a lot of recreational aspects to add to their summer break. They did just about every summer activity imagined. They went and played Frisbee golf, swimming at the lake, waterslides, miniature golfing, basketball, horseshoes and several different BBQ's in which the youth both helped prepare and eat the food. The youth participated in the annual Staff versus Youth softball game where, for the first year, the staff defeated the youth by one

point for our first win!

We also did a staff versus youth basketball game which staff won this as well. The youth

went kayaking down the little blue river, watched a movie at the IMAX, enjoyed a show at the Planetarium



Dr. Zoucha takes a swing!

a team and tested everything from agility, speed, fast thinking and fast eating. The youth also gave back to the community by participating in several different community service opportunities off campus from Start over Rover, the Hastings Public Library and helping out with several different activities at the YMCA.

and toured the Hastings Museum. The youth also participated in the annual BIG 10 tournament which consisted of 10 events that made the youth work as

## UPCOMING EVENTS—MARK YOUR CALENDAR BY CHRIS MARTIN

**SEPTEMBER 15**

Pick up health quiz at Switch-board.

**SEPTEMBER 16**

Tailgate Party!  
Wear your team shirt and jeans.

**SEPTEMBER 17**

Healthy snacks to be provided for staff.

**SEPTEMBER 18**

Walk out on work at 9:30am and 3:15pm

**SEPTEMBER 19**

Orientation to new weight room equipment



## NEW LOOK ON CAMPUS BY CORINNE JENSEN

The easiest way to get to a destination is to follow the signs. Thanks to the efforts of Josh and Jean, the HRC/HJCDP campus has new directional signs to assist visitors and DHHS staff. Some of the older signs received a fresh coat of paint and some attention to the landscaping. Take a look the next time you are out and about!



BEFORE



AFTER



BEFORE



AFTER

Campus map sign painted and designed by a youth.



New sign to greet visitors to the program.





## THE POWER OF FOCUSED EMOTION BY JOE TYE, CEO VALUES COACH

Do you remember this scene from *Cool Hand Luke*? Dragline has bet big bucks that Luke (played by Paul Newman) can carry through on his claim of being able to eat 50 eggs. As Luke's energy fails him, Dragline screams, "Get mad at them darn eggs!" Dragline intuitively understood that when it comes to the BIG challenges in life—like eating 50 eggs, or finding a new job after you've been laid off, or starting a new business in an uncertain economy, or putting a smile on your face and walking confidently down the corridor when what you really want to do is crawl under a table and hide—are more a matter of emotional energy than of physical strength. Today I will share five practical strategies for enhancing and channeling the emotional energy you need to overcome the inevitable challenges that you will face in striving to achieve your goals.

### **Strategy #1: Get your body into the act**

The science of psychoneuroimmunology has shown that not only does your mind give orders to your body, your body gives marching orders to your mind. When you have a big smile on your face, are standing straight and tall, and are walking rapidly and with a sense of purpose, your mind gets the message that you are up to the challenges, no matter how stern they might be. On the other hand, if you are slouched back in your chair with a pout on your face, your body is telling your mind that the situation is hopeless, and you might as well go ahead and throw in the towel now.

### **Strategy #2: Consciously structure self-talk**

Psychologists tell us that for the average person, about 80% of inner

dialogue is negative: it's the little voice in the back of our heads telling us that we're not good enough, that we can't achieve our biggest dreams, that nobody likes us, etc. That's why it's so vitally important to consciously program that inner voice with systematically positive dialogue.

### **Strategy #3: Focus negative emotional energy**

What are you thinking about if you sit down on a thumbtack? Probably one thing, and one thing only: getting up! That is the power of transforming a negative thought ("Ouch! This sucks!") into positive action. One reason I'm on a campaign to eradicate toxic emotional negativity is that people who are always whining and complaining about anything and everything, are wasting what could be a hugely valuable resource for helping them achieve their dreams—authentic dissatisfaction clearly focused on a desired goal. Let's say that you hate the dumpy little house you live in (like Jeff Foxworthy's redneck, your house has wheels and your car doesn't). If you allow yourself to be unhappy about nothing else other than that house, I guarantee that you will start taking the actions necessary to change your circumstances—and very quickly. But if you promiscuously complain about anything and everything, it's like flattening the emotional thumbtack you've been sitting on (or living in) so that it no longer motivates you to action.

### **Strategy #4: Avoid entropy by momentum**

Entropy is the third law of thermodynamics, which states that unless you continuously inject new energy into the system, it begins to fall apart. One of the greatest secrets

to a happy and successful life is simply to keep moving. And not just physically—you need to keep moving mentally and emotionally. Any time you find yourself bogged down, I stand up and move; open an inspiring book to a random page and read; pick up the phone and make a call; go for a walk or take a nap (the acronym NAP stands for Neuro-Attitudinal Positivity!).

### **Strategy #5: Keep it positive**

Some years back there was a fad in the psychiatry profession of telling people that if they were angry, they had to let it all hang out because anger held inside can create stress and make you ill. They don't give that advice anymore, because what they found is that once it's unleashed, anger is very hard to control. What starts out as pounding the desk can quickly escalate to a shouting rage and, at the extremes, "going postal." Emotional energy is a two-edged sword that can work for you or work against you. The challenge is to make sure that even negative emotions like anger, disappointment, and dissatisfaction are channeled in a positive direction. You do this by being very aware of your emotional state, and channeling your emotions toward the actions that will help you achieve your goals.

### **Emotional energy is your greatest natural resource**

Focused emotional energy can move mountains. Don't squander this precious natural resource on complaining, feeling sorry for yourself, and self-destructive self-talk; don't waste it picking fights you don't really need to fight; and take every opportunity to replenish it by taking care of yourself. You'll need every ounce of it for the mountains that you have to move in your life.

### **HRC EDITORIAL BOARD**

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AA/EOE/ADA

### **ENERGY BITES** *from the kitchen of Jean Luther*

1 c. dry old fashioned oatmeal  
2/3 c. coconut flakes or 1/2 c. sunflower seeds  
1/2 c. creamy peanut butter  
1/2 c. flax seed or wheat germ  
1/2 c. mini semi-sweet chocolate chips  
1/3 c. honey  
1 t. vanilla

Mix honey, vanilla and peanut butter together first. Then add ground flax seed; then mix in the rest of the ingredients. Mix well; chill at least 30 minutes. Roll into balls or use a mini scoop then roll. Makes 20–25 balls. Keep in covered bowl in the refrigerator. Will keep a week or longer.

**AUGUST 20TH**  
**BRIGHT AS SUNSHINE**  
**DAY**



**WEAR YOUR BRIGHTEST**  
**COLORLED CLOTHES**  
**YOU HAVE!**  
**AN APPROVED CASUAL**  
**DRESS DAY!**

Employees were treated to root beer floats on July 29th by the Employee Wellness Committee!

It was a nice treat on a hot, humid day.

Thank you!



Shelley and Donna are all smiles as they enjoy their floats .  
Photo by Cheri Delay

## **YOU'RE A WINNER!**

- Thanks to Gary for getting the fence in front of Building 4 taken down after the wind damage.
- Thank you, Dennis, for cleaning up the signage area by the tennis court.
- Thanks to Gary for getting the supplies so the HRC signs could be repainted.
- I would like to recognize Tracy Polage. I have enjoyed working with him so much lately, and he is such an asset to the YSS team. He has so much patience and wherewithal when it comes to working with our tough youth, and I can tell he really cares about the guys we serve. I'm very proud to work side by side with him, and I always feel like he pushes me to be better. Thank you, Tracy!
- Thanks to Gary, Dennis, Dean and community service youth for all of your weed eating and making the grounds look so nice.